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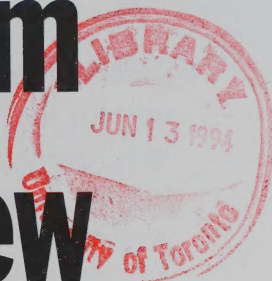
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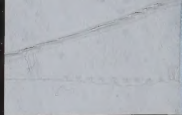
JobsOntario Training:

a skills development and

employment program of

the Ontario government

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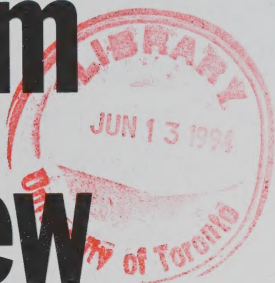
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JobsOntario • Training

Program Overview



**Information on
jobsOntario *Training*:
a skills development and
employment program of
the Ontario government**



Overview

jobsOntario Training is a skills development and employment program of the Ontario Government. It is designed to work in partnership with employers, workers and communities to promote jobs and training, for workers who have been unemployed for a prolonged period of time, and contribute to Ontario's economic renewal.

jobsOntario Training combines six key aspects to encourage employers to create on-going employment: training credits for employers, pre-employment training, child care, employment supports, wide-ranging economic development plans aimed at specific economic sectors, skill areas or geographic regions and a delivery structure that works in partnership with communities across Ontario.

One of the most ambitious of its kind in North America, the program is designed both to tackle the immediate urgency of high unemployment and to assist employers and workers to address the structural changes to the economy that are a reality in Ontario workplaces.

Investing in Ontario

jobsOntario Training is a major investment in this province's most valuable resources: people and their skills.

The program is designed:

1. To work with employers and trainers to develop a skilled labour force that can compete for high-wage, value-added jobs requiring technical expertise and offering greater chances of advancement in return;
2. To help those hurt by the recession – the long-term unemployed, specifically those receiving social assistance, who are ineligible for unemployment insurance, or whose unemployment insurance benefits have expired;
3. To help employers create a significant number of higher grade jobs to overcome the impact of the current recession;
4. To remove barriers to employment such as a lack of access to affordable child care;
5. To enhance the job-generating capacity of specific industry sectors and geographic regions.



Current Data

Over 570,000 people in Ontario are unemployed, representing 10.9 per cent of the workforce. One in four of these people has been unemployed for more than six months. There are more than 659,000 cases of social assistance in Ontario with over 1.3 million people dependent on social assistance. As well each month many people run out of unemployment benefits. These statistics are all too real for too many people. This recession is made particularly difficult as it is accompanied by major structural changes in the economy and the labour force. Many people have not had a chance to use their skills or gain new ones. This is an enormous waste of Ontario's talented human resources.

We know that the recovery may not be quick. We also know, however, that the recovery will be quicker if Ontario employers have a workforce with the right skills to help them compete in the new marketplace.

Through **jobsOntario Training** eligible employers will have the opportunity to create jobs that will be needed as the economy recovers.

jobsOntario Training is designed to be more than just another government program. The active participation of business, local government, labour, community groups and the participants themselves, is key to the program's success. The program is an integral part of the government's economic and industrial initiatives.



Brokers

jobsOntario Training is coordinated locally by brokers. Brokers are community organizations who have extensive knowledge and expertise in working with employers and the long-term unemployed.

Who Are Brokers?

jobsOntario Training has entered into agreements with brokers, such as municipalities, joint management-labour sectoral committees, community colleges, school boards, HELP centres, employment counselling centres, sectoral associations, community-based groups and Aboriginal Area Management Boards.

This community development model is one in which community agencies and/or organizations take responsibility for integration and coordination of the various program options (training credit, employment supports, pre-employment training, child care, etc.) at the local level. The program is now readily accessible to both employers and employee participants, flexible so that it can be responsive to community or sector needs.

As the community is the primary resource to our clients, brokers have been designated in recognition of their ability to administer all the various elements of the program.

Presently there are over sixty brokers working around the province.

Please see the back of this brochure for the name and phone number of your local broker.

What Do Brokers Do?

The broker provides the services outlined below or arranges for the delivery of these within the community. Services will include the following:

1. Outreach to employers, labour, employer and industry associations;
2. Outreach to participants in the community;
3. Liaison with existing training, education and social service stakeholders to ensure high levels of co-operation;
4. Job referrals;
5. Follow-up and support to employers and participants;
6. Creation and enhancement of community networks to facilitate the administration of all program components.



Training Credit

To support both employers and workers for long-term benefits, **jobsOntario Training** features a Training Credit – funds available to eligible employers to cover the costs of hiring and training new workers for new jobs.

How the Training Credit Will Work

Private sector employers willing to create a new position for a program participant will receive a training credit equal to 35% of that new employee's annual wages, up to \$10,000. At least half the credit must be used to train the participant. The remainder may be used to upgrade the skills of existing workers. This provision enables employers to further strengthen the skills base on which the future prosperity of their company will depend. This prosperity in turn contributes to employment security for the newly hired worker as well as the employer's existing workforce.

A Training Plan

Effective training must be planned in advance. As a result, participating employers work with brokers to develop performance based training plans.

Whenever possible, employers are encouraged to use public institutions and community programs that offer recognized credentials upon completion, in addition to their own in-house training resources.



Economic Renewal

The Economic Renewal component of **jobsOntario** *Training* consists of a series of significant initiatives assisting specific, usually medium to large-scale, employment development projects to access existing government resources.

Here the goal is to encourage hiring of relatively large numbers of program participants at once, rather than hiring one or two individuals.

One of our first priorities is to work with private industry, labour, sectoral associations, and community groups to foster the kind of economic renewal that replaces lost jobs with well-paid, value-added employment opportunities for people who have been unemployed for a prolonged period of time.

This will require a strong sense of partnership to make the most of the financial, entrepreneurial and human resources available in Ontario.

Despite a severe recession, Ontario industry is well positioned to prosper in the coming recovery. However, current economic forecasts suggest that for many Ontario residents the recovery may come too slowly.

jobsOntario Training is creating employment opportunities for members of the program's target group, as well as creating opportunities to upgrade the skills of existing workers as these companies position themselves in the world market.

When it comes to combining training with related work experience, **jobsOntario Training** works directly with groups such as joint management-labour organizations, trade and industry associations in strategic sectors.

Regional Development

The investment that **jobsOntario Training** is making in regional development is an investment in self-sufficiency. Funding has been made available for community-based business development resulting in significant job opportunities for the program's target participants.

All forms of community business – co-ops, non-profit organizations, self-employment schemes, micro-entrepreneurial opportunities and business development plans in native communities have participated in the program to date.



Pre-employment Training

Pre-employment training provides participants with the skills required to ensure job readiness – such as computer and communications skills, upgrading of basic literacy and numeracy skills, and basic French/English language skills enrichment.

Not only are these skills the key to survival in virtually any workplace – they are also the passport to the more specialized knowledge needed in the increasingly sophisticated workplace.

Available province-wide, the training is coordinated by brokers – existing agencies or institutions selected to coordinate the program at the local level, such as a community college, municipality or an information and referral centre, with good networking abilities. Brokers connect applicants with trainers and local service agencies, thus ensuring that the program meets the specific needs of each participant.

Pre-employment training also benefits employers. If workers have a strong base of “portable”, generic skills to build upon, employers will know they are hiring people who already have crucial employment skills – and will be prepared to hire them and make the kind of long-term commitment that translates into high productivity and profitability.



Child Care and Other Employment Supports

The shortage of affordable, licensed, child care spaces in Ontario is a major barrier to employment for many unemployed workers with small children.

A major component of **jobsOntario Training** will be the provision of funds for up to 20,000 subsidized spaces to accommodate the needs of the participants.

The Child Care System

The formal child care system has nearly 125,000 spaces in licensed centres and home child care agencies, approximately 40% of which are subsidized. Eighty per cent of funding for these fee subsidies comes from the provincial government. Municipalities, approved corporations and Band Councils provide the remaining twenty per cent.

In view of the fiscal pressure on municipalities and our other funding partners, the provincial government will assume the full cost of the expansion for spaces for program participants. Future fiscal arrangements will be linked to decisions taken on pending child care reform and

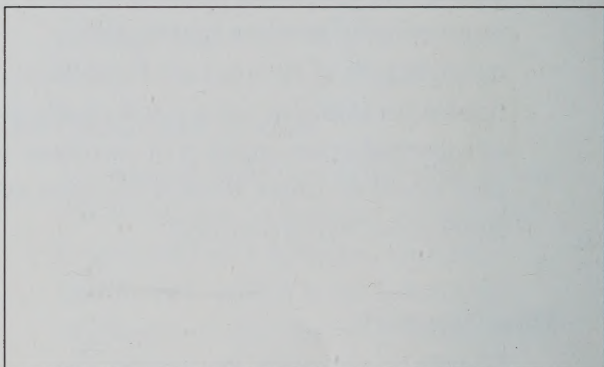
disentanglement of municipal/provincial programs and services.

The child care component of **jobsOntario Training** includes such things as fee subsidies, funding to support expansion of existing facilities, recruitment and training of regulated home-care providers, necessary renovation of existing spaces, and construction of new spaces. In addition, funding is available for a small number of informal arrangements in communities where no other alternatives exist as services are being planned.

Other Support

To help participants' re-entry to the labour force, limited allowances are available to cover employment-related costs such as the purchase of work clothes, assistance with transportation costs, special licences, and accommodation for participants with disabilities.

Contact your local broker at:



or, call the **jobsOntario** *Training* hotline at
1-800-387-5656 / TDD 1-800-387-0743 to
get the name of your local broker.

Ce document est aussi disponible en
français.

This document is also available in alternative
formats (e.g. audio cassette, disk).



